



## OTAY WATER DISTRICT

### BENEFITS



- **Scheduled salary increases include the following:**
  - **July 1, 2024:** 6% Cost-of-Living Adjustment
  - **July 14, 2025:** 5% Cost-of-Living Adjustment
  - **July 13, 2026:** 5% Cost-of-Living Adjustment
  - **Annual Merit Increases:** Eligible employees are eligible for 3% merit increase on an annual basis until they reach the top of their salary range, based on meeting expectations on their performance review.
- **Vacation:** 12 days/year, increasing to a max of 23 days/year.
- **Sick Leave:** 8 days/year, increasing to max of 15 days/year.
- **Paid Holidays:** 14 days/year, including employee's birthday and two floating holidays.
- **Alternative Work Schedule:** A 9/80 work schedule may be available based on the needs of the department. Upon approval, employees would work 80 hours over 9 days and enjoy one day off every two weeks. Operations department staff may be subject to a 4/10 work schedule (four 10-hour days within a week).
- **PERS Retirement:** The District contracts with the California Public Employees' Retirement System (CalPERS). The District pays the Employer Contributions as determined by CalPERS.  
*Employee Contributions:*
  - ❖ **New Members** (hired on or after 1/1/2013 who are new CalPERS members or do not have reciprocity with CalPERS):
    - Are enrolled in the 2% at age 62 formula based on the employee's 36 months of highest average annual compensation to a maximum of the annual compensation limit set by CalPERS.
    - The District and employees share the normal employee CalPERS service contribution cost. Employees contribute 7.50% of salary toward the employee CalPERS service contribution cost up to the annual compensation limit set by CalPERS.
  - ❖ **Classic Members** (hired before 1/1/2013 or who have reciprocity with CalPERS):
    - Are enrolled in the 2.7% at age 55 formula based on the employee's single highest year annual compensation.
    - Employees contribute 8% of salary toward the employee CalPERS service contribution cost.

The District is also a **Social Security participant** and both the District and employee make contributions.

- **Deferred Compensation Retirement Plan (457 Plan):** Optional plan designed to provide employees with additional retirement income. Employees may elect to contribute a portion of their income on a pre-tax or post-tax basis through payroll deductions.
- **Medical/Rx Insurance:** Choice of Blue Shield PPO, EPO, HMO or Kaiser HMO plans, 100% premium paid by District for employee and 88% for dependent(s).
- **Dental Insurance:** 100% premium paid by District for employee and 88% paid for dependent(s).
- **Vision:** 100% premium paid by District for employee and 0% for dependent(s).
- **Flexible Benefits Plan:** The District offers a healthcare and dependent care flexible benefits plan. The healthcare account reimburses the employee on a pre-tax basis for medical, pharmacy, dental and other related expenses not covered by the insurance plans. The dependent care account allows employees to pay for employment-related dependent care expenses on a pre-tax basis.
- **Group Term Life & Accidental Death and Dismemberment Insurance:** 100% premium paid by the District for employee and eligible dependent(s). Depending on employees' annual earnings and/or position, amounts of Life and AD&D insurance may vary. Eligible dependents have life insurance coverage of \$1,000.
- **Voluntary Life Insurance:** Employees may elect to cover themselves and eligible dependents for voluntary life insurance. The full cost of this insurance is paid by the employee via payroll deductions.
- **Short-Term and Long-Term Disability Insurance:** The District provides short-term and long-term disability insurance equal to 66 ⅔% of your income after a 30-day waiting period (90-day waiting period for long term disability) if totally disabled due to illness or injury.



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- **Education Reimbursement Program:** Employees are eligible to receive reimbursement for District approved courses not to exceed \$3,000 per fiscal year.
- **Certification Incentive Program:** Eligible District employees that obtain target certifications that exceed the minimum job requirements may qualify for either a base pay percentage increase or receive a monetary incentive.
- **Employee Assistance Program:** Provides confidential referrals and counseling concerning personal, family, or work-related issues for employees and their dependents.
- **Free Onsite Workout Facility:** The District has a fully equipped exercise room for employees to use before work, after work or during lunchtime.
- **Yoga Classes:** On-site Yoga classes are offered during the lunch hour at the employee's expense.

### RETIREMENT BENEFITS

- **Health Reimbursement Arrangement (HRA) effective September 1, 2024:** The HRA is a post-employment retiree medical expense reimbursement plan in which funds can be accessed upon separation from the District.

#### Tier I Eligibility for Full-time, Regular Employees Hired Before September 1, 2024:

For employees hired before September 1, 2024, who opt into the HRA, the District will contribute \$5,000 annually to the employee's HRA from the later of the employee's latest date of hire or the date of eligibility in the current Retirement Benefit Plan, until they retire from or terminate their employment at the District. The employee will have a limited time to make an irrevocable election to join the HRA Plan or to remain in the current Retirement Benefit Plan (as noted below). There is a vesting schedule for the HRA Plan as set forth in the Memorandum of Understanding effective July 1, 2024.

#### Tier II Eligibility for All Full-time Regular Employees Hired On or After September 1, 2024:

All full-time, regular employees hired on or after September 1, 2024, will participate in a mandatory HRA Plan. The District and the employee will make contributions to the HRA Plan. The District will contribute \$4,000 annually to the employee's HRA from their latest date of hire until they retire or terminate from the District for a maximum period of twenty (20) years. The employee will contribute \$1,000.00 annually (or \$40 per pay period for the first twenty-five [25] pay periods of the calendar year) to their HRA from their latest date of hire until they retire or terminate from the District. There is a vesting schedule for this plan as set forth in the Memorandum of Understanding effective July 1, 2024.

- **Current Retirement Benefit Plan (for Full-time employees hired before September 1, 2024, and who do not choose to enroll in the HRA Plan):**

Full-time employees and their eligible dependents are eligible for medical and dental benefits at retirement if the employee has completed 20 years of continuous service and has attained age 55 upon retirement.

#### Represented Employees:

- ❖ New Members contribute 1.25% of salary to the District to offset District's cost for post-retirement health benefits.
- ❖ Classic Members contribute 0.75% of salary to the district to offset District's cost for post-retirement health benefits.

#### Unrepresented Employees:

- ❖ New Members contribute .5% of salary to the District to offset District's cost for post-retirement health benefits.
- ❖ Classic Members do not contribute any additional salary for post-retirement health benefits.

These contributions for post-retirement health and dental benefits are non-refundable.